

# Job Corps' New Performance Improvement Plan (PIP) System

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# Purpose

- Why PIP?
- System Design
- Sanctions
- Implementation Plan



# Why the New PIP System?

- Required by WIA and WIOA
- Meets DOL's oversight responsibility
- Further pursue the Administration's overall goal of program effectiveness and efficiency
- Job Corps' reform agenda



# PIP System Components

- Entry Criteria
- Exit (Graduation) Criteria
- Probationary Period
- Sanctions



# Entry Criteria

- Entry Criteria:
  - Ranked in the bottom 10 on OMS results of previous program year, and
  - Performance rating at or below 88% of that year's OMS national average



# Graduation Criteria

- OMS Rating at or above 92% of national average
- OBS at or above 98%
- Most Recent ROCA overall and six functional area scores at or above 5.0
- Most recent Student Satisfaction Survey (SSS) Safety Rating at or above national average



# Commitment and Probationary Period

- PIP Commitment:
  - Minimum of one (1) program year
  - Maximum three (3) program years
- Probationary period is 6 months after meeting graduation criteria
  - Will graduate if the center continues to meet all graduation criteria by the end of the 6-month period



# PIP Sanctions

- Sanction options stipulated in WIA and WIOA
  - Providing technical assistance
  - Changing career technical training programs
  - Changing center's management staff
  - Replacing center operator
  - Reducing center's OBS
  - Relocating a center
  - Closing a center
- DOL envisions a progressive application of such sanctions to encourage centers to improve performance





# Sanctions-1<sup>st</sup> Year on PIP

- DOL retains the right to exercise any of the seven sanctions, or
- May exercise no sanctions if desired effect is being achieved
- May request changes to CTT programs and management staff



# Sanction-2<sup>nd</sup> Year on PIP

- DOL retains the right to exercise any of the seven sanctions
- May exercise no sanctions if desired effect is being achieved
- Sanction options may include:
  - reduction in OBS slots
  - decline renewal of option year
  - Contract termination for default
- Regional Offices may implement additional interventions



# Sanctions-3<sup>rd</sup> Year on PIP

- Most serious options will be considered if no improvement at end of 3<sup>rd</sup> year
  - Relocating the center
  - Re-competing the center
  - Closing the center
- May exercise no sanctions if desired effect is being achieved



# Exceptions

- Factors beyond center's control such as natural disasters, epidemics, etc.
- Current USDA FS PIP centers will continue to be managed by Inter-Agency Task Force.
- USDA FS centers that fall within the new PIP parameters will be included in the new system.



# Alignment to WIOA

- Current PIP system is based on WIA requirements
- Will be revised/redesigned once WIOA performance metrics are finalized



# Annual Timeline for Implementing PIP

- National Office conducts PIP evaluations twice a year:
  - Late August – early September: using finalized OMS data for last PY
  - Late January – early February: using mid-PY OMS data (as of December 31 of previous calendar year)
- Late August – Early September: National Office identifies PIP centers using OMS finalized PY data



# Annual Timeline for Implementing PIP (cont.)

- Early September: National Director notifies PIP center(s), and requests that operator(s) submit a comprehensive Corrective Action Plan to their Regional Office and Contracting Officers - by end of September
- Mid-October: Regional Directors approve Corrective Action Plans and submit them to National Director; Contracting Officers send formal correspondence to operators (contract centers)
- On-going: Regional Offices submit monthly reports to National Office



# Annual Timeline for Implementing PIP (cont.)

- End of October: National Office, in consultation with Regional Offices and OCM, determine sanctions on centers on PIP for 1, 2, and 3 years.





# Roll Out

- Will roll out after clearance with DOL and OMB
- Conduct three Webinars to train center operators (including the USDA FS centers)



# Questions?



# Thank You

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